

## Health & Safety Policy

The College of Animal Welfare regards the management of health and safety as an integral part of its business and as a management priority. It is our Policy that all activities and work will be carried out in a safe manner and we will ensure the health, safety and welfare of our employees, learners and others who may be affected by our activities.

Our target is for zero accidents and zero work-related ill health to be achieved by applying current best practice in health and safety management. Compliance with current health and safety legislation is therefore regarded as the absolute minimum standard acceptable.

Proper management of health and safety issues is seen as an integral part of the efficient management of the College's activities, and critical to developing the professional culture of the organisation and establishing and maintaining a solid reputation with all of our clients.

The College and arrangements to meet the above objectives and for the implementation of this Policy are detailed within the College Health and Safety handbook which is reviewed annually. The objectives of this Policy are fundamental to our College and its business. Senior management are responsible for ensuring that the requirements of this Policy are achieved with overall responsibility for implementation resting with the Principal.

Management, staff, learners and other users have responsibility for implementing the specific arrangements made under this Policy. All employees are expected to read the relevant sections of the Health and Safety handbook, familiarise themselves with its provisions and carry out their defined responsibilities including regular risk assessments and staff training. A copy of the Health and Safety handbook is held on CAWPERS. The Health and Safety Policy is available for all learners and visitors on the College intranet. The Policy is intrinsically linked with the College's Safeguarding, Child Protection and Prevent Policies. The Principal is a Designated Safeguarding Person (DSP) supporting other Safeguarding staff across the seven College centres.

Employees are expected and encouraged to be proactive on health and safety issues as part of the continued development of the health and safety culture of the College.

All employees, learners, contractors and sub-contractors are required to co-operate with the College and their colleagues in implementing the Health and Safety Policy and shall ensure that their own work is without risks to themselves and others as far as reasonably practicable.

The College will provide appropriate training and make available competent health and safety advice and adequate resources including time and money so that legal obligations may be met.

Failure to adhere to the College health and Safety arrangements is considered a disciplinary matter. The Health and Safety Policy is revised on an annual basis or more frequently to reflect changing needs and any legislative changes that may occur.

**The College of Animal Welfare will:**

1. Bring Health and Safety to the attention of all employees, learners and others to ensure they fully understand their responsibilities as described in the policy.
2. Carry out regular risk assessments and review on a six monthly basis or more frequently if required.
3. Adhere to systems of work to minimise risk to Health and Safety.
4. Ensure the safe handling, use, storage, disposal and transport of animals, substances and other products to reduce risk to health.
5. Provide initial and ongoing training and supervision as necessary to secure effective Health and Safety.
6. Provide a safe place of work and learning with safe access and egress from it.
7. Provide and maintain all machinery and equipment to ensure that it involves minimal risk to Health and Safety.
8. Provide adequate welfare facilities and arrangements. Provide appropriate protective clothing and equipment.
9. Report all (where required) accidents and cases of ill health to the HSE and funding organisations and carry out internal investigations to reduce the risk of a repetition of any incidents that may be a risk to Health and Safety.
10. Monitor activities to ensure that procedures in place are being implemented and that agreed standards are being maintained in relation to Health and Safety.
11. Monitor and maintain control of all contractors who work at the College premises or on behalf of the College.
12. Provide sufficient resources to ensure the provision of Health and Safety across the college.
13. Ensure that all subcontractors and placements where learning takes place comply with all aspects of Health and Safety as defined by the College's Health and Safety policy.
14. Ensure that the Management of the Health and Safety at Work Regulations 1999, with regard to learner experience, potential risks and lack of maturity are fully considered and appropriate adjustment made to ensure all risks are controlled.

15. Monitor and maintain safeguarding arrangements.
16. Ensure appropriate supervision is in place in the workplace and on placement.
17. Communicate risks and measures taken to control the risks with parents and guardians of young workers or learners.
18. Supervise and monitor learner progress and make adjustments as required.
19. Record and update fire assessments termly
20. Provide appropriate PPE



Signed:

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Principal, The College of Animal Welfare

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